

CUTFLOWER REPORT



ORGANIZATION : **NUPAAW, ZAMBIA**
REPORTING PERIOD : **28TH - 29TH APRIL2008**
NAME OF PROJECT COORDINATOR : **KUNDA MUTEBELE**

INTRODUCTION

The workshop had the following objectives:

- ❖ **To create awareness on ICC and the role Trade Union can carry in implementing CBAs**
- ❖ **To enable women take up an active role in promoting and improving working conditions at places of work.**
- ❖ **To sensitize women on the use of Pesticides and protection of Environment.**
- ❖ **To share Research findings and map out a strategy on how to improve and organize the cut flower workers.**

The meeting commenced at 08:30hrs with the official opening program me and a moment of silence was observed for the two Women's Committee National Officials i.e. Mrs Dorothy Mwewa chairperson and Ms. Matildah Masuwa Secretary who passed away in February followed by a prayer.

The first remarks were done by the FES Resident Director Mr. Botherweck who thanked NUPAW officials and participants for calling up this Workshop. He outlined the importance of this workshop especially in the Cut flower sector where working conditions are very bad according to the study carried out by Mr. Koyi which was commissioned by FES and the other one done by NUPAAW under the "Promotion of Labour Rights for Women's Workers in the Horticultural Sector Project" in partnership with Women Working World wide. The study outlines how workers labour rights are violated further more environmental care for people both living and working in these farms in as far as use of pesticides is concerned. The Director acknowledged the author of the study and urged him to share the findings in details to the workshop participants.

The Director urged NUPAW to come up with future plan activities that will assist the union improve on the conditions through negotiations of an enterprise CBA as well as organize the cut flower sector as members of the union and identifying

real problems on the ground. The problems identified will help to draw in strategies on the solutions through dialogue with the relevant stakeholders.

The Director stress out how important it is to organize linkage (partnership) between consumers, traders, trade unions and NGOs in fostering solidarity, to fight and improve labor conditions. In conclusion, he urged participants to actively contribute effectively especially that amongst them are those coming directly from the Cut flower Farms, also the top leadership was urged to take keen interest in knowing what is happening on the ground so as to take rightful decisions when handling and representing the workforce.

The Guest of Honor Mr. Risher Mudenda President of NUPAW saluted FES Resident Director for been in attendance and commissioning of the Research Publication which has come at a better time when workers faces labour rights violation in the Cut Flower. The Study undertaken by Brother Koyi reveals the injustices workers are facing with remedial suggestions that are very positive and as a Union will work towards addressing the raised concerns.

The President stressed out how the sector contributes to the country's economy despite these earnings are not shared equally to the workers as there are denied favorable labour and social benefits. It's high time these violations are exposed to the outside world to create change through lobbying and campaigning with relevant bodies. The Union will stand out to defend workers Rights through sensitizing its workers in such trainings like this one and partner with relevant stakeholders to win the war of injustices imposed by wrong doers.

A vote of thanks was given by Sister Tumelo Yombwe who acknowledges and saluted NUPAAW for organizing the workshop which has come at a better time when workers labour Rights are not respected to an extend of not getting a living wages to sustain their lives in relation to man hours worked

CUT FLOWER PRODUCTION, SOCIAL AND ENVIRONMENTAL STANDARDS IN ZAMBIA

The Research Study was facilitated by Mr. Grayson Koyi Director of Research and Information at the Civil Servants Union of Zambia who carried out the study commissioned by Friedrich Ebert Stiftung (FES).

The study had the following questions to look at:

- I. How important is the sector to the national economy?
- II. What are the specific features of employment and labour conditions in the sector?
- III. What have been the sequences of cut flower production on the social situation of women?
- IV. What has been the environmental impact on cut flower production in Zambia?
- V. To what extent are the ICC and FLP influencing conditions produced in Zambia?
- VI. What actions might be necessary to ensure Zambian Cut flowers are produced under internationally accepted social environmental standards?

The following were the findings to the above questions:

CUTFLOWER PRODUCTION AND THE ECONOMY

Cut flower production is important to the national economy for at least two reasons:

- I. It contributes to foreign earnings and wealth creation as the source of revenue from reliance of copper only e.g. according to the Export Board of Zambia's cut flower trade has grown from about US\$8m in 1993/4 to over US\$32m in 2005/6.
- II. Provides job opportunities and thus contributes to poverty reduction i.e. employs well over 12,000 workers directly with 60-74% on representing female gender and supports the livelihood of about 72,000 people in Zambia of average household comprises of about six family members.

NATURE OF EMPLOYMENT AND WORKING CONDITIONS

Employment contracts of 60-74% employed on temporary on seasonal basis, with a largely young work force between 18-40 years with model age of 25 years. The sector is dominantly characterized by women gender concentrated in segments of production that holds significance for quality of the final product such as picking and packing.

Majority of women in the sector come from a poor urban household with majority only attained primary level of education. Women in this sector are mostly unmarried or widowed. Some of the common features are that workers are drawn from vulnerable person who can not question especially that the unemployment levels in the country are very high at 14% of the youth verses the total people in employment, whilst female between 18-24 its 30-38%. Due to being very poor the women take on any job with an effort to escape the situation and not to worry but desperate for survival hence have no choice to speak out but trade off there fundamental rights e.g. both labour and human rights.

The wage levels for workers in the sector were below what would be referred to as a living wage e.g. CSO BNB for Nov. 2006 for a family of six members was expected to live on K1, 105,351 (about US\$270) per month. Average wage was K145, 380 (US\$36) and varies according to areas of work, employment status and gender. Field and casual workers earn about K6, 580 per day (US\$1.6) per day in '06 whilst permanent workers earn K7, 435 per day (\$1.8 per day). The average female earnings were K137, 554 (\$34/month) while men were K150, 669 (\$37) fringes.

Benefits of workers mainly were given to permanent employees; which include paid leave such as sick, maternity, allowances for funeral grants, housing and transport these workers are pensionable once separated with the company unlike non-permanent workers.

In terms of working hours mainly work for 10 hours six days a week. Overtime was common but only paid on occasions. With Management preferring to have workers take rest in lieu of pay.

The collective bargaining process exists at two levels mainly;

- I. Joint Industrial Council (JIC) between Zambia Farm Employers Association and National Union Plantation Agricultural and Allied Workers.
- II. Enterprise level i.e. NUPAW with individual companies.

These CBAs are mostly covering permanent employees but sets out some benchmarks that other forms of wages fixation look to measure up to, especially seasonal workers.

CONSEQUENCES ON WOMEN WORKERS

There are positive consequences that women obtain access to income stream, reported degree of autonomy and access to new social networks.

In contrast, women also experiences costs associated with work in the Cut flower i.e.

- I. One set of costs arose from often poor working conditions, job insecurity and sexual harassment were women don't open up once harassed due to lack of assertiveness.
- II. A second set had to do with the social and economic consequences of increasing women's time burden on the health and well being of themselves and their family due to terrible roles they play i.e. work both home and work, due to the traditional norms set.

USE OF PESTICIDES AND ENVIRONMENTAL IMPACT

Whilst most companies take every precaution possible in handling the use of pesticides they admitted of having problems abiding by WHO requirements recently times after spraying due to tight production schedules.

The provision of protective clothing was also noted as not worn always and not very strictly adhered to. There is a weakness in Environmental Council of Zambia monitoring of farms to ensure they did not use highly hazardous pesticides, as there was not a single assessment report done in the sector.

INFLUENCE OF ICC AND FLP

The extent to which the International Code of Conduct (ICC) and Flower Label Programme (FLP) was influencing conditions under which Cut flower were being produced in Zambia was unclear.

However, there was a local version of a code of conduct that bore semblance to ICC and FLP models. This ZEGA code of conduct was developed by Zambia Export Growers Association (ZEGA) is relatively comprehensive, its aim on addressing situations of non-permanent employees, besides Trade Unions are hardly involved in its formulation and Auditing process.

In conclusion the study arrived at two broad points namely:

- I. Despite cut flower production is important to national economy; support at the policy level to boost production would therefore appear to be of utmost urgency than workers labour and environmental standards.**
- II. Due to pressure and demands of global buyers in the supply chain, conditions under which flowers are produced in Zambia often compromise levels of internationally accepted social and environmental standards.**

NOTE

The role of local stakeholders such as Trade Unions in ensuring that Zambian flowers are produced in conditions that consistently meet international accepted social and environmental standards need to be enhanced, as is the need for heightened Workers Rights education.

The following were the recommendations made by the Researcher;

- i. All workers must have written contracts with complete details of their employment conditions and should be given a copy.**
- ii. Trade Unions need to enhance their efforts at workers education and training to ensure workers understand their rights at work.**
- iii. Legislation relating to casual workers need to be revised to close the loophole which allows the long-term use of casuals.**
- iv. Workplace support for female workers in relation to domestic responsibilities must be provided.**
- v. Proactive policies for the elimination of sexual harassment must be adopted.**
- vi. Spraying of chemicals with unprotected workers in the same greenhouse need to be stopped.**
- vii. Joint health and safety measures and committees could be set up.**
- viii. The trade unions need to engage more effectively with all types of workers, including non-permanent employees to have a voice.**
- ix. The implementation of ZEGA code to assume a multi-stakeholder process approach that will among others; involve trade unions and other gender representative organizations in the audit process.**

Some observations were raised from the house basing on the study.

The union outlined the challenges faced especially working conditions these workers face in the sector as a result of the existing Joint industrial Council document in place were even big farms that have the capacity to pay well are paying minimum wages for beginners. Only when the sector negotiations will be achieved will conditions improve and is what the union has resolved now through the social dialogue with a stakeholder that has been established.

The Ministry of Labour seem to favour farmers in that were contracts are concerned they advise them that it's between management and workers to agree during engagement.

The other contributing factor is on the recruitment of workers to be unionized since unionism is voluntary each worker has to decide hence the mutual agreement that existed in the past has been killed as now the union has been tasked to unionize every now and then whenever workers are been employed on permanent basis after probation period.

The industry has also been catalyzed by seasonal and casual employment for specific jobs to be done especially during big orders and peak periods and then laid off, with the labour legislation not favorable for them. The law provides for break of contract as well as not to be confirmed when employers' not happy with one's performance but instead be re-employed on same basis.

The point is a proper definition of who a casual is needs to be clarified as the jobs they do is of permanent nature. The investment policy also encourages casuals despite they claim it crates job opportunities but has brought misery to the agricultural sector due to very bad poor work culture been introduced e.g. Chinese investors dearly abuses workers by not complying with any labour laws, CBA of the land and the labour office does not act despite recommendations made after workers complain.

Labour Inspectors clearly do nothing in the areas of law enforcement after inspections are done, where as other areas not even inspections are done.

The other major challenge is the ignorance of our workers on a number of labour, social and environmental rights to voice out so as to be assisted but die in the name of keeping my job to maintain my family, to extremes of were female workers are sexually harassed and don't open up or speak so that the union can address the issue.

A number of disparities are found on these farms hence the best way to move forward is to keep records of violations by recording all injustices then followed by confronting management to address those issues through dialogue.

Mr. Luke Mbewe Chief Executive officer ZEGA responded to the challenges in the Cut flower emanating from the Research study by firstly giving a brief of a Rose Farm that has collapsed e.g.

Esquire Roses had 16 Hectares of Roses and was exporting to the Netherlands i.e. Flodac Markets. The company acquired a loan with a view of repaying it all, but on the way encountered problems hence the contract was broken by Flodac and stopped sending the balance money back to the company Esquire Roses in Zambia for administration, workers salaries and farm operation costs.

Esquire has accumulated debts from local supply companies that gave it other materials e.g. chemicals, packing materials, fertilizers etc like ZEGA is been owed above \$200m. The union's position of extradition of the owner Mr. Alpesh Patel won't solve the matter especially workers as the law entails that only secured credits will be paid first like Barclays Bank, ZEGA etc whereas workers always are the last to be considered and only when there is money left to be paid. The only practical way to solve this is to go to court so that the company is liquidated and have it declared insolvent so that assets can be sold to pay creditors.

Mr. Mbewe also stress out that it's high time the union take up management to court for failure to comply with what the law entails especially on casuals not been on permanent basis. It is clear that the courts will rule in favour of the union plus workers as employers have taken advantage of just talking to them and given promises thereafter.

The facilitator gave an overview of the world merchandise Trade where he explained that the world has changed in terms of trade has increased over the last 20 years. Africa's share of world trade has virtually halved 4.5% to 2.6% over

the period with for every 3 flower stems in EU, 2 are from Africa. Africa is a strong link supplier of flowers into Europe seconded by Asia.

An outline of what ZEGA specifically contributes to the sector, Its main function is to promote interests of all growers wishing to export flesh horticultural produce outside, with 26 members comprising of medium family businesses and large corporate growers supported by small scale growers.

ZEGA is a professional, private and independent body which consists of:

- Business support organization source for markets negotiate for taxes and other necessities.
- Handling clearing and forwarding that facilitate, handling all documentation, cold room space at the airport and packaging up until to the buyer.
- Human Resource Development that is the training which is ZEGA Training Trust allocated at NRDC that trains employers, employees in horticultural sectors.
- Airfreight operations facilitates booking of Cargo space, chartering airplanes to final destinations, negotiate for fares as well.

Responding to the challenges the sector is facing with regard to growth in hectareage between 2000 to 2007 Zambia was at 150 Hectares has reduced to 130 Hectares as last year reasons been of a number of incentives are not provided for on subsidy costs by government countries that are top exporters that are grown in hectares between 2000-7 are;

Kenya	1,200 – 2,200
Colombia	5,000 – 7,300
Ecuador	3,000 – 3,400
Ethiopia	0 - 1,200

Whilst Israel, Zambia and Holland has dropped.

The other reason has been that during inception of these farms Zambian Government through IFC, WORLD BANK, leading Institutions, provided funds and implements were subsidized. As time went on things started changing, some farms couldn't go on hence from 1993 to date we have 34 failed farms.

Possible reasons for failure are as follows;

- Late disbursement of loan funds
- Wrong advice on project and varieties to grow i.e. wrong variations on whether pattern.
- Economies of scale
- Management deficiencies in marketing
- Inadequate disease control
- Knowledge and experience in agriculture
- Compliance to standards
- Increasing costs of freight and Inputs

An example was cited that it costs 7 cents to transport one stem of flower to Europe; some get a profit of 11cents, other 20cents Euros hence the profit margin differs. The other factor also was how these flowers are grown e.g. mostly are done on direct soils whilst its advantages once flowers are grown on hydroponics as it doesn't pollute the soil and nutrients are kept.

Under the Export Market 70% flowers go to Holland Auction and 30% to UK, mainland, Europe and South Africa. All produce is subjected to phytosanitary inspection and for the EU market quarantine pests' i.e. thrips palms.

The sector has challenges to access market and competitiveness in terms of the following points:

- High cost of air freight
- Increasing stringently SPS measures – Europe, USA, and SA.
- US market subject to pest's risks assessment inspections to protect its market.

- Multiplicity of market standards e.g. BRC, ETI, EUREGAP, MPS, traceability and conformity assessment.
- Codes of Conduct these are not statutory mandate but a market requirement to try and reforce improved conditions and very expensive exercise to carry out for certification to qualify for the market.
- Discriminatory enforcement of standards by application of higher standards on imports.
- High cost of training and certification especially small growers marginalized.
- Cold chain management – post harvest availability
- Carbon/food miles debate
- Plant inspection fees paid by the African exporters not EU importers.
- Unfair trading practices resulting in increased costs of products.

Responding to codes of conduct's implementation it's not a statutory requirement hence some employers don't comply and is very expensive to maintain. The union should help the sector by voicing out and reporting cases of non compliance even go as far as suing them to court if dialogue is not permitted. ZEGA will greatly support the union with such cases.

On the issue of Certification of flower label programme the exercise is very costly to venture into hence employers together with ZEGA came up with ZEGA codes to try and bring order to the industry.

In conclusion, the existences of serious impediments in form of market standards rather than statutory standards in export markets.

Other constraints to growth include high cost of freight and challenging macro economic conditions in Zambia. The industry has complied with international standards hence has access to export markets.

The growth of sector for the past eight years has remained static and future expansions is not assured but due to strong Euro against Dollar has kept them

going. Share knowledge and experience from the leaders e.g. Kenya Gap is a good example that come together to formulate and consolidate all codes to formulate one. Need government support in global trade integration to enhance our competitiveness in regional and international markets. Emphasis was put to ensure consolidated effort to monitor implementation of what is statutory and agreed to be reinforced by employers were not actions should be taken. The participants raised certain observations;

- i. Importation of chemicals and Auditors inspecting chemical rooms without proper label wonder why companies in the end even get a compliance certificate despite irregularities. Does the law allow for importation of chemicals?
- ii. How will ZEGA enforce its code especially that the training as from June will be surrendered back to the government?
- iii. Why does the sector prefer women?
- iv. Why orders are not sent on time to allow employees plan their overtime?

Mr. Mbewe explained that the importation policy on chemicals is done and approved by Environmental Council of Zambia. The Union was challenged to share the findings of non-compliance by employer defaulting what has been stipulated in black and white to report such cases at no time will ZEGA tolerate some practices, as this will cost the industry's integrity. The law and CBA are also clear on what is entitled to workers e.g. issue of overtime workers should be paid once worked, no compromise at all. ZEGA emphasized on the unity and solidarity to prevail to foster improvements on the status of workers conditions as a team.

INTERNATIONAL CODE OF CONDUCT AND THE FLOWER LABEL PROGRAMME (ICC/ FLP)

This was facilitated by Gertrude Falk from FIAN Germany-Campaign officer. The history of flower campaign started from Columbia in 1990 as Trade Union leader were and still are victimized by government to an extent of losing their lives through organized death or mysterious disappearance. Columbia is the largest

and highest Rights Violators, the flower campaign firstly started with a 3 months sit in protect where consumers were enlightened about the labour rights violations which spread from;

- Lack of Freedom of Association,
- Enforcement of Labour laws and Environmental protection.

This campaign led to the formulation of the International Conduct of Code with guiding principles such as;

- Human labour rights assessable to all workers
- Living wage, freedom of associations, environment.
- Protection coupled with proper PPE

In short there are 10 principles governing the ICC such as:

- Freedom of Association
- Prohibition of Discrimination
- Living wage
- Recommended working hours.
- Occupational Health and Safety
- Responsible use of Chemicals and Pesticides
- Job Security
- Environmental Protection
- Prohibition of Child Labour
- Prohibition of Forced Labour

Flower Label Programme (FLP) is a consumer label and Certifying organization that guarantees workers enjoy the right to organize themselves into Unions. The label also has a multistakeholder approach in dealing with issues. The certified plantations have to implement measures against discrimination of workers. Salaries are paid in accordance with national law and collective bargaining agreements. Workers enjoy long-term contracts and social security. They are protected against pesticides. Water is treated.

The are 57 flower farms who are members of the FLP out of which 53 are certified in 3 continents and the organization solely depends on membership fees has the source of income. Once a farm is certified enjoys certain benefits such as:

- ❖ Good price for good practice through the cooperation agreement
- ❖ Access to direct market
- ❖ Workers are represented through the Trade union
- ❖ Job security for workers
- ❖ Premiums for both Consumers and Community
- ❖ Sport checks are done to verify Audits once done by independent Auditors.

In 2005 more fair trade movements were established with provision of premiums that benefits Workers, Consumers and Community. These Organizations are;

FLOWER LABEL ORGANISATION (FLO)

This sends out Auditors to audit on their behalf i.e. farm, Importer, and supermarket.

FAIR FLOWERS FAIR PLANTS (FFP)

Founded in 2005 and this is a consumer label hence does not certify.

Efforts to merge these institutions together have commenced to avoid duplication of work.

80% of Zambian flowers are MPS certified and these only believe in records verification. ICC is a vehicle to better working conditions hence does not substitute CBAs

USE OF PESTICIDES AND LEGAL REQUIREMENT

This was lectured by **Mr. Sichinsambwe Chief Inspector** under **Factories Department of Ministry of Labour HQ** .He outlined that chemicals are classified in the following ways:

- Fungicides
- Herbicides
- Insecticides
- Miscellaneous compounds.i.e.wood preservatives in wood and timber.

He emphasizes that the above subtitle can be looked at into details in terms of properties, active ingredients, storage, prevention but all chemicals are toxic hence pose a danger to human life especially workers who at risk especially in agricultural sector as well as impact on the Environment, destroy soil fertility, containments the water table and poison the food.

In Zambia workers are protected under the **Factories Act Cap 441**, which stipulates the proper handling, use of chemicals. Following are the chapters in the Act:

- **26** emphasizes of medical check ups
- **64** provision of washing facilities
- **65** accommodation for clothing after use
- **67** first aid facilities
- **76** notification of accidents to the relevant bodies

NOTE

During medical check up the will require to know the physical chemical properties been exposed to determine the damage and fitness of one.

RECOMMENDATIONS ON HANDLING CHEMICALS

- Handling of chemicals should be done by trained personnel
- Apparatus should be kept clean
- Workers should be provided with Proper PPE
- Storage facilities must be properly ventilated to avoid in aeration, absorption, fumes spreading to people
- Chemical waste should be properly be disposed off

QUESTIONS AND OBSERVATION

1. What measures are in place when disposing off the empty containers?
2. How often do the inspectors carry out inspections?
3. What mechanism is in place to protect the water table as some farms do disposal off chemical residues near the streams?
4. Is it advisable to drink milk after spraying?
5. Does the ministry have sanctions on defaulters?
6. What is the composition of the inspection team?
7. From the past experience were very fatal accidents have happened in mines we still employers operating normally and companies have not closed down why? When it's a worker becoming injured permanently the employer will lay him/ her off don't you think this very unfair?

ANSWERS

- ❖ Both Ministry of labour and ECZ have seek enforcement from the Ministry of agriculture to consolidate efforts through sensitization of Inspectors on the dangers of chemicals and its properties on human life especially workers.
- ❖ We apologize that we only go out alone without the involvement of either party especially the Union only consult ECZ when we meet problems.
- ❖ We only do round routine on the farms hence we lack such rich information
- ❖ Milk is not recommended as some chemicals are speedily activated by milk hence the only best method to wash chemicals is water.
- ❖ The act only allows for factories to be closed after the employer does not comply with the recommendations made after the inspections hence the review of the act is under way to cater for other sectors to be closed as well.

It was observed that the ministry of labour was working in isolation hence without the involvement of relevant stakeholders like the union to unearth the bad practices employers deploy on these farms. It was agreed that from now on

tripartite routine inspections will be organized on the farm and that each time the inspectors take the exercises a report will be given to the union to make follow ups and this should be random inspections. In conclusion the inspector promised to work with union to help address the problems found in the sector to provide safety for the workers to make a work place a better place to be at during working and safe environment as in agriculture it's also a living community.

The participants draw up some questions on various topics ranging from:

- Labour conditions
- Use of pesticides
- Freedom of association
- Recruitment of new flower farms
- Education programme for workers
- Working hours
- Security of employment
- PPE
- Education for supervisors
- Sexual harassment
- Labour law reforms.

Only four topics were picked as priority areas hence had to be tacked into groups with the following questions:

TOPICS

- ❖ Labour conditions
- ❖ Recruitment of new flower members
- ❖ Education for workers
- ❖ Labour law reforms

With the following points:

- ❖ What is the problem?
- ❖ How do we wish it to be?
- ❖ Which steps can we take to reach our aim?
- ❖ Which obstacles' are we going to face?

In summary the raised problem has been very poor working conditions that result into job insecurity were workers are subjected to slavery wages and suffer labour rights violations as a result of weaker labour laws in place.

The only way is to strengthen the bargaining power and structures by sensitizing workers on what is entitled to them. The participants had a work plan to done for the activities to be under taken:

STEPS	WHO IS RESPONSIBLE	HOW CAN THIS STEP BE FINANCED	WHICH PARTNER	TIME FRAME
Organizing new members	-Regional secretaries -Branches	NUPAAW/ ZCTU. i.e. Providing recruitment resources	-Employers -Ministry of Labour -ZCTU	May – December 2008
Education programmes	Director of Education	Donor assistance and Local resources (NUPAAW)	IUF, FES, FIAN, WWW, WOW	May to December '08 and 09
Lab our laws reforms	Executive board	Tripartite meetings with ZCTU/EMPLOYERS/GOVT	Ministry of labour/employers	May to December08 and 2009
Lab our Conditions	Executive board, Branch officials Regional Secretary	NUPAAW	Employers Ministry of labour	Through out 2008 &2009 negotiations

The President closed the workshop with urging the participants to disseminate the information to the grass root especially that we have realized our own weakness hence lets work towards improving that we see is not right. His emphases of the need for workers to be aware of the use of pesticides that has continued killing us slowly in the name of work.

The FES resident Director appreciated the knowledge and experiences exchange in the workshop that has formed the basis of the future collaboration in ensuring working conditions are improved in the flower sector.

He urged NUPAAW to build on the work plan participants draw during planning and of course during meeting employers as this is a clear cut of what workers are experiencing in the field as documented in the study.



Participants to the cut flower workshop at Lusaka hotel

PARTICIPANTS LISTS OF FES / NUPAAW CUT FLOWER WORKSHOP

Mr. Gerd Botterweck	FES Resident Director – Lusaka
Mrs. Kathy Sikombe	FES Programme Coordinator
Ms Get rude Falk	FIAN Programme Officer
Mr. Risher Mudenda	President - (Kascol) NUPAAW
Mr. Philemon Mbewe	V/President – (York farm) NUPAAW
Mr. Mulenga J. Mukuka	General Secretary – NUPAAW HQ
Mrs. Beatrice Musowa	D/ General Secretary – NUPAAW HQ
Mrs. Kunda.H. Mutebele	Project Coordinator –NUPAAW HQ
Mr. Mushoke Argus	Director Organization / Research HQ
Mr. Joshual Chansa	Regional Secretary – Mkushi
Ms. Dainess Lupande	Regional Secretary – Chisamba / Lusaka
Ms. Sylvia Munkombwe	Regional Secretary -Southern
Mrs. Dorothy. K.Chiwisa	V/ Chairperson- N/ Women Committee
Ms Catherine Sikwese	Snr Trustee – N/ Women’s Committee
Ms.Susan Musonda	Trustee – N / Women’s Committee
Ms. Melody Mubanga	ZEGA TT / NRDC
Ms Joana Mwewa	ZEGA TT / NRDC
Ms Karen Chifumbe	Esquire Roses
Ms Alice Phiri	Esquire Roses
Ms Mary Bwalya	Kashima
Ms Marvis Mwansa	York
Ms Tumelo Yombwe	York
Ms Daka Mulenga	Rose blooms
Mr. Matomola Matomola	NUPAAW HQ